

4-9029 AN AGREEMENT ON TERMS AND CONDITIONS OF EMPLOYMENT  
BETWEEN THE HAZLET TOWNSHIP BOARD OF EDUCATION  
AND  
THE HAZLET TOWNSHIP CUSTODIAL AND MAINTENANCE STAFF  
DATED MARCH 20,1970

THIS BOOK DOES  
NOT CIRCULATE

In witness whereof the parties hereto have caused this Agreement to be signed by their respective Chief Negotiators, attested by the Secretary to the Board of Education and the remaining negotiating committee of the group, all on the day and year first written above.

HAZLET TOWNSHIP BOARD OF EDUCATION

HAZLET TOWNSHIP CUSTODIAL AND  
MAINTENANCE STAFF

\_\_\_\_\_  
President of the Board

\_\_\_\_\_  
chief negotiator

\_\_\_\_\_  
Board Secretary

\_\_\_\_\_  
committee member

\_\_\_\_\_  
committee member

## I. WAGES

- A. Minimum salary \$4,941.00
- B. Employees holding black, blue or red seal licenses shall be paid additional compensation in the amount of \$100.00 per year.
- C. Ten cents (10¢) per hour additional shall be paid for night shift work as defined in the Handbook for Custodians and Maintenance Staff.
- D. The salary increment for the School Year 1970-71 shall be 8% based on the salary paid to each individual during the School Year 1969-70.
- E. The Head High School Custodian shall receive additional compensation in the amount of \$500.00 annually.

## II. HOURS OF WORK AND OVERTIME

- A. The normal work week shall consist of forty (40) hours and shall be comprised of five (5) consecutive days of eight (8) consecutive hours each.
- B. Any work performed beyond forty (40) hours in any work week shall be considered overtime and compensated for at one and one half times ( $1\frac{1}{2}$ ) the hourly rate of pay paid for the first forty (40) hours of work.
- C. Any work performed on Sunday shall be compensated for at double the hourly rate of pay paid for the first forty (40) hours of work.

## III. VACATION

- A. Two weeks vacation shall be given to all employees working on a twelve (12) month contract basis (full time) starting after one year of service as of July 1.
- B. Three weeks vacation shall be given to all employees as stated above after ten years of service as of July 1.
- C. During the first year of employment, employees working on a twelve (12) month contract basis shall receive a prorated vacation period as follows:  
 6 months of service as of July 1 = 1 week  
 for each additional month after six = 1 day

#### IV. HOLIDAYS

A. Paid holidays shall be:

12 days as listed in the Handbook for Custodians and Maintenance Staff.

B. When the work schedule requires an employee to work on a Saturday, which is also a holiday, this holiday shall be given during the summer when it will not adversely affect the work program.

C. When a holiday falls on a Sunday, the employee shall have Monday off, if schools are closed.

#### V. FRINGE BENEFITS

A. Hospitalization

The Board of Education shall contribute the entire monthly cost for a full time employee enrolled in the district approved health plan.

B. Uniforms

Four new uniforms per year will be supplied to each member of the Custodial/Maintenance Staff.

C. Handbook

A Handbook entitled " Handbook for Custodial and Maintenance Staff " will be issued to each member of the Custodial/Maintenance Staff. This handbook will contain district rules and regulations governing custodial and maintenance staff personnel and duties. It will be revised periodically as needed. It is hereby made a part of this agreement.

#### VI. DURATION

It is mutually agreed that the duration of this agreement shall extend from the First day of July 1970 to the Thirtieth day of June 1971.

## ADDENDUM # 1

To attain goals desireable to the Board and Employee alike, the year 1970/1971 will be used to develop and test certain philosophies;

## LEAD MAN:

The Board of Education agrees to establish the tentative concept of "Lead Man". One custodian will be appointed as lead man in each and every school in the district, except at Raritan High School, where the lead man shall be subject to the authority of the head custodian as defined in the "Handbook".

The "lead man" shall be responsible for his assigned building, and his duties shall be listed in the handbook.

It is understood that no additional wages shall accrue to the assigned individual during this trial period, and satisfactory performance of each employee will be necessary for his further consideration in such capacity.

## JOB SECURITY;

It is the intention of the Board of Education to institute "tenure" starting July 1, 1971 for all Custodial and Maintenance Staff successfully evaluated under the rules and regulations listed in the "handbook", and who have been continuously employed in the district for three years (3) and one day as of July 1, 1971.

## EVALUATION;

Revised evaluation forms will be mutually developed and used during the trial period as a tool to be used for the benefit of the district and each employee.

HAZLET TOWNSHIP BOARD OF EDUCATION

CUSTODIAL SALARIES

(effective July 1, 1970)

The minimum starting salary for Custodians and Maintenance personnel shall be \$4,941.00 in accordance with Terms and Conditions of Employment adopted March 20, 1970 as part of this policy adoption.

Adopted March 20, 1970